THE SPECTATOR

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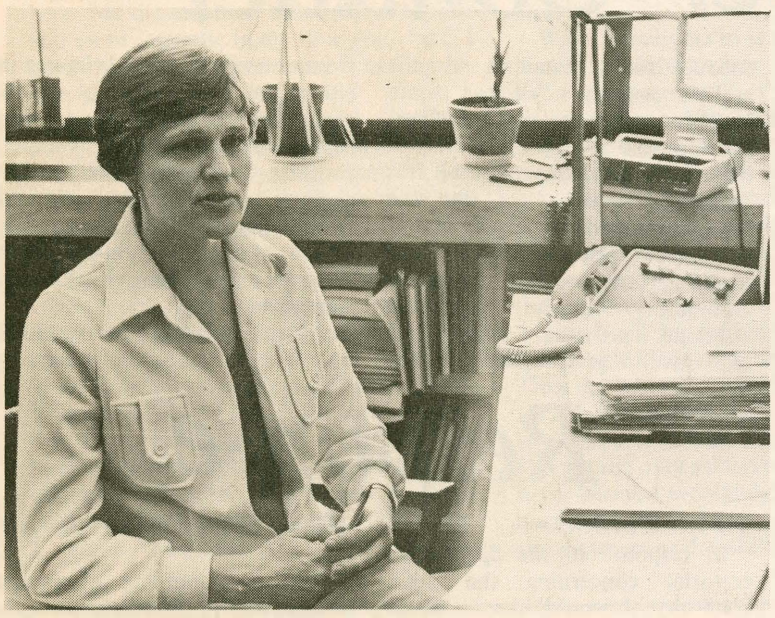

Associate Dean of the College Carol Locke, who is resigning this year. Photo/Feitelson

Deans Locke and Mitchell Resign

by Liz Ix

Hamilton College will face the task of filling two additional administrative posts following the resignation of Associate Dean of the College Carol Locke, and Associate Dean of Student Affairs Flossie Mitchell.

Locke, who began working for Kirkland College in 1975, assumed the newly created position of Associate Dean of the College following the merger three years ago. Locke has accepted a position with Tulluide Association, an educational foundation associated with Cornell University in Ithaca, New York. Said Locke about her new position, "It's a chance to learn something new and to continue doing what I've enjoyed doing here."

Locke, who has resided in Clinton for the past ten years, explained that "for both personal and professional reasons, it's just time for me to move. It doesn't have anything to do with Hamilton."

Locke has served as academic dean for freshmen and sophomores, and has also been instrumental in expanding the college's foreign study program.

Commenting on her time at Hamilton, Locke remarked, "Hamilton has been very good to me professionally. . .I suspect that there is a higher percentage of nice people at Hamilton. . .than at any other place that I've worked."

Flossie Mitchell will assume the position of Associate Dean of Affairs at Grinnell College in Grinnell, Iowa. Mitchell will be supervising all of the residential

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Faculty Votes Down Distribution Requirements

by Matthew Zucker

On Tuesday, the Hamilton faculty met to discuss a number of issues, including a motion on distribution requirements, in their last meeting of the 1981-82 school year.

After approving the minutes of their previous meeting, the faculty held the run-off elections for a number of committee positions.

Associate Professor Douglas Raybeck, for the Committee on Academic Policy, then introduced the Committee's proposed recommendations on the structure of the Hamilton degree. Discussing ideas for "long range" restructuring, Raybeck described distribution requirements as an "emerging phenomenon" of the study. Several other issues, including the nature of the senior year at Hamilton, and the general need for more liberal arts courses, were also addressed by the Committee.

The CAP motions would, said Raybeck, "get the faculty on record" in an attempt to "improve the definition of the Hamilton degree," and add to the "breadth and depth" of the Hamilton education.

The CAP proposed the following motions.

- *That students be allowed to elect no more than 15 courses in their concentration and no more than 22 courses in any one stream. (Students desiring an exception to this rule may petition the Committee on Academic Standing.)*
- *That students by the end of their junior year have elected at least seven courses to fulfill distribution expectations. These would include two or more courses each in the Humanities Stream, Social and Behavioral Sciences Stream, and Natural Sciences and Mathematics Stream, and one or more courses in the Arts Stream. Within the Natural Sciences and Mathematics Stream, at least one course must be from the natural sciences. At least one course from the other streams must involve the study of a foreign language or culture. Courses primarily devoted to competency requirements (English 110, 120, 121 and Speech 110) and performance courses in music may not be used to fulfill distribution requirements.*
- *That students by graduation have completed a minor outside the stream in which they have concentrated.*

The faculty discussed the nature of these recommendations, especially in terms of Hamilton's present *Goals of the College.* When a vote was taken, the first motion failed. Raybeck then withdrew the two remaining motions.

On behalf of Professors Austin Briggs, David Miller, Peter Millet, and Philip Pearle, David Miller proposed a recommendation on the subject of the faculty "commitment to the achievement of educational breadth by its students through a system of voluntary compliance with the educational goals of the College supported by a strong advising system," according to the reslution.

This motion urged the CAP to consider the following next year:

1) A new articulation of the goals of the College, expressing the values inherent in a liberal arts education and stressing the need for educational breadth.

2)A set of guidelines for course selection, a practical scheme that would enable students and advisors to focus on issues of educational breadth, and the fulfillment of which would be strongly encouraged.

3)Formal means whereby the current emphasis on educational breadth in the freshmen and sophomore years might be extended to the junior and senior years.

4) An exploration of the need for additional course offerings that would be accessible and attractive to neophytes. The impact of such additional offerings on the present curriculum and on personal allocations should be explored as fully as possible.

5)A procedure for assessing student compliance with the educational goals, and encouragement of the Registrar and Director of the Computer Center to develop a means of expediting that procedure.

This proposal passed strongly.

President Carovano reported on the Trustee meeting, and actions taken by the Trustees on a number of issues. *(For the results of the Trustee meeting, see the article in this issue.)*

Trustees Approve DKE Probation, Plans For James

by Matthew Zucker

The Trustees of Hamilton College met on the weekend of May 8-10 to discuss matters ranging from the proposals for the James Library to the future of the Delta Kappa Epsilon fraternity.

According to President J. Martin Carovano, the Trustees authorized the College to proceed with the plans for the James Library. The proposed changes, which will cost over $3,000,000, will include adding two new floors to the building, an elevator, and a "tower" structure which, according to the architect's tentative proposal, will enclose a second stairwell and bathroom facilities.

The new building will include space for art exhibitions and faculty offices on the first floor. The Math Department will be moving out of Dunham Dormitory into offices on the secnd floor of the James. The third floor will house a number of classrooms, audio-visual equipment, as well as space for a new videotaping studio. There will also be space for language and speech labs.

A mezzanine will be built off the third floor, which will house the audio-visual office and library.

The project, approved by the Trustees, will begin next fall, and will hopefully be completed by the following fall.

Silliman Hall, which presently houses language labs and foreign language offices, will be closed next year. Foreign language offices will be moved into the James.

The Trustees also approved some engineering studies to be taken by the school; one to look into the feasibility of changing the present water system to Utica water. They also approved the expenditure of $150,000 to replace ceilings in North and Kirkland dormitories. According to Carovano, these ceilings were tested for their level of asbestos content, and were declared safe. But, he said, "we wanted to be sure."

Carovano also said that the Trustees supported his actions earlier this month in dealing with the DKE fraternity. The Board passed the following resolution on the action:

Resolved: that the Board of Trustees strongly supports the actions taken by President Carovano for dealing with acts of harassment, intimidation and violence on campus and his determination to take all necessary steps to assure that such acts will not reoccur.

Carovano added that there was little difference of opinion among the Trustees on this subject.

The Trustees also approved the College's plan to upgrade the furniture in the Dunham and Bundy dormitory lounges. New furniture will also be added to some dormitories on the Kirkland campus.

The budget for 1981-82 was

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Tenure Granted To Eight Of Fourteen Professors

Editor's note: The following information on tenure decisions has been verified by The Spectator. It is the policy of President Carovano not to comment publicly on tenure decisions, due to the sensitive nature of the situation. The following information has, therefore, been gathered from either the faculty members themselves or from the department chairpersons.

For the reaction of the faculty to these decisions, as well as to the entire tenure process at Hamilton, see page four of this issue.

by Matthew Zucker

President Carovano has made almost all of the final decisions in the cases of the faculty members up for tenure this year.

Of the fourteen professors, eight have been granted tenure at Hamilton, while four have been denied tenure. Specific tenure information is not available in the remaining two cases.

Of the four members of the Math Department considered, Assistant Professors Anne Furno, Larry Knop, and Alan Schoenfeld have been granted tenure.

Assistant Professor Robert Ellison has not been granted tenure.

Professor Eugene Putala, of the Biology Department says, in an interview, that "I expect not to be tenured, and I expect to continue in my post in the Biology Department for the next several years."

In the English Department, Professor George Bahlke has been granted tenure. Associate Professor William Hoffa has been denied tenure.

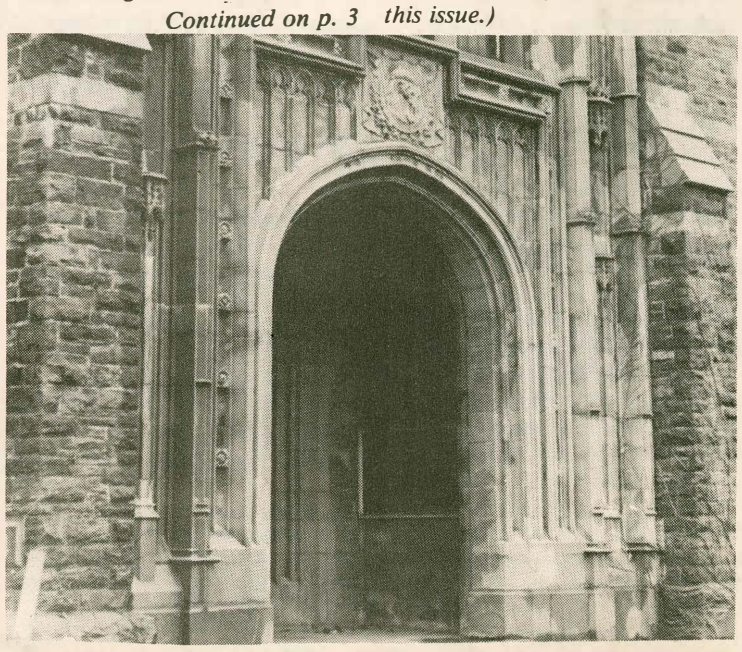
Assistant Professor of Comparative Literature, Peter Rabinowitz, has been granted tenure.

Professor of History, Peter Marcy has been denied tenure.

David Miller, Associate Professor of Religion, has been denied tenure.

In the Philosophy Department, Assistant Professor Richard Werner has received tenure. Associate Professor Phyllis Morris, as well as Professor Russel T. Blackwood, Chairman of the Philosophy Department, declined to comment on whether or not she had been granted tenure.

Associate Professor of Art William Salzillo and Carol Bellini-Sharp, Assistant Professor of Theatre, have both been granted tenure.



The James Library will undergo approximately $3 million of renovations. Photo/Feitelson

Editorials:

Students and Tenure

In this issue, *The Spectator* has investigated and released information regarding tenure decisions. Too often, this information is transmitted only by rumor and second-hand observations; usually the least accurate and most unfair means of communication. The information in the articles has, in each case, been verified. In every case where tenure has been denied, the information has been obtained from the specific individual involved.

As one faculty member pointed out, certain areas of the tenure process should be conducted between the administration and the faculty alone. For this reason, *The Spectator* will not take an editorial stand for or against the wisdom or appropriateness of specific decisions. *The Spectator* is not the forum for student input to the tenure process, nor does it represent a concensus of student opinion on this issue. Students wishing to voice their concern in specific cases should take advantage of the Student Tenure Committee or contact the Dean of the College, members of the Committee on Appointments, or the President himself. Students who disapprove should make use of petitions, letters or columns in *The Spectator,* letters to administrators and faculty, and any organized student group.

However, there does seem to be a substantial difference of opinion between some members of the faculty and the administration in terms of the general tenure policy at Hamilton. The faculty believe that the decisions have not reflected the level of faculty input which tenure policy requires. These feelings are discussed in the article on page four.

One faculty member suggested that this difference of opinion might be healthy for the College. However, this will only be the case if some visible attempt is made to reconcile this difference.

Congratulations

With the graduation of the Class of 1981 comes the end of an era in the history of Hamilton and Kirkland Colleges. The senior men and women all applied to different schools than the one from which they will graduate this Sunday. They have seen a new student body replace the one they originally joined. They have seen many deans come and go. In a sense, the Class of '81 has spent most of its time at Hamilton being displaced from one thing or another.

This is a group of special students; every person who recieves a diploma on Sunday will be a survivor of what have been the most turbulent years in Hamilton history. Having made it through the past four years, they will probably be able to survive anything.

The Spectator wishes each one of these men and women the best of luck with the confidence that their futures will be nothing but bright.

THE SPECTATOR

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Letters to the Editor

Proper Conduct

TO THE HAMILTON COMMUNITY:

The Advisory Committee on Student Affairs is aware that many in the community have been distressed to hear reports of a recent "stag party" at the DU House. Most of the rumors which have circulated about the party appear to be false. What is clear is that a group of students used DU facilities for an event not sponsored by the fraternity which included "stag films," and a stripper; beyond these facts, it has proven difficult to establish whether anything of an illicit nature occurred. Still, the Committee believes that the DU fraternity bears a responsibility for whatever events occurred in the house, regardless of whether the fraternity sponsored the event, and regardless of what the status of those events may be under the law.

As has been pointed out from many quarters this year, Hamilton is still developing toward a fully coeducational College. The Middle States Evaluation Team reminded us of this fact, and President Carovano has said publically that the attainment of a fully coeducational Hamilton is his highest priority. Whereas some sexist behavior may once have been overlooked at Hamilton, such behavior is no longer tolerable. It is especially in this light that the Committee finds the events at DU to have been ill-advised and inappropriate. This College community simply does not condone activities which are exploitive of women. The Committee does not believe that either the DU fraternity or the organizers of the party were sufficiently sensitive to these concerns and warns them, other campus organizations and all community members, that actions of a sexist nature will, in the future, be met with firm institutional responses.

THE ADVISORY COMMITTEE ON STUDENT AFFAIRS

The Spectator *welcomes all letters to the editor. Letters must be received by 4 pm Wednesday, signed, typewritten, doublespaced, and not exceeding 300 words. We attempt to print all letters, but reserve the right to edit for length or libelous content. Names will be witheld from signed letters upon request. No anonymous letters will be printed.*

Response

TO THE EDITOR:

In response to the *Spectator's* editorial concerning the DKE fraternity, I would like to say a word about the difference between reason and rationalization.

In the editorial you write:

It is easy to say that the group should not be held responsible for actions of individuals. In this case, however, due to the lack of any effective response by the DKE fraternity, the distinction between group and individual has become blurred.

Under no circumstances is it ever just or accurate to blur the distinction between an individual and a group to which he belongs. You claim that the DKE fraternity has allowed for treatment as a whole by not responding to public concern over the actions of a few individual members of the fraternity. This rationalization reveals a desire not to be completely fair.

Our understanding of human nature easily accounts for the defensive reaction by the brothers of DKE. After all, right from the beginning, individuals have been referred to as "DKE members" rather than "Hamilton students." They were being invited to defend themselves as a whole.

Although DKE may somewhat encourage anti-social behavior of certain individuals, it certainly is not responsible for creating such individuals. Dispersing the fraternity's members around campus will not eliminate the behavior of individuals.

Last, but not least, the *Spectator* should have acknowledged the fact that some innocent students are being unfairly treated by the action undertaken by the administration.

ANDY CUTROFELLO '83

Students Selected For Fellowships

Assistant Professor of Government Frank Anechiarico announced this week that Azar Katan and Liz Dayan have been selected for National Science Foundation summer fellowships for research in women's studies.

They will work in a study concerning attitudes of women in politics in the New York Metropolitan Area. The two women will help design the project and be actively involved in in-depth interviewing into the politicians' backgrounds, attitudes, and ideas.

Katan and Dayan are two of 10 student researchers chosen nationwide.

Commented Anechiarico, "We're very pleased about it. This is an unusual undergraduate research experience in that the women will be involved in important original research."

Paul Pillmore '81, a native of Rome, New York, has been named the Hamilton College Fellow to George Watson's College in Edinburgh, Scotland. Pillmore will spend the 1981-82 academic year at George Watson's.

Hamilton and Watson's have participated in a unique exchange program for more than 25 years — unlike other programs, this exchange involves a teacher for a student. Each year, a Hamilton graduate is chosen to spend a year at Watson's, a private, preparatory school for 2,200 boys and girls, ranging from 5 to 18. The Fellow's responsibilities include teaching, assisting in dormitory duties, and working in the extracurrricular programs. Watson's, meanwhile, sends one of its graduates to Hamilton for a year of study.

Pillmore, an economics major, was a starting defenseman on the Hamilton College hockey team for the past four years. He was the team's fifth leading scorer in 1980-81.

It's Senior Week and there's nothing to do except lie in the sun all day.

Photo/Parker

Guest Spot

Heartbreak Kid Grows Up

Anonymous

The countdown continues for the Heartbroken Kid. Strangely enough, I will remember Hamilton fondly even in romantic memories. I had a wonderful fantasy life here. My dreams have become less explicit and more romantic in my four years here. I guess I've begun developing a nesting instinct.

Hamilton has affected nearly everything about me. The most notable changes aren't intellectual. I have learned how to fit into polite society. Now I don't burp till the main course is finished, and I excuse myself to fart.

High school taught me rock'n'roll talk. Girls, sports, girls, The Stones, beer, girls, drugs, the beach, the sun, muscles, skipping work, love, and the future. Hamilton brought me into the jazz-rock fusion world. With most friends, I'm still a rock'n'roller. But I can slip into jazz at parties. The weather, world politics, dirty jokes with the diffident inflection, philosophy (I love it because I don't care which side I argue, and I argue passionately), other parties, people's faults, and the past (the future's not funny enough). None of it do I care about, but it seems the best and quickest way to impress people. I'm a story-teller now.

What it amounts to is that I can disguise myself further than ever before. Unless you know me quite well, I'd appear quite a cocky bastard. My friends can help me laugh at this. I'll never forget what I'm covering up while they are around. But a greasy-haired, attention-loving, vulnerable, overly emotional, macho-conscious chicken-shit is not what the business world is looking for. I have a feeling there is more than one of my type out there, but you couldn't tell by walking around campus. The people never smile unless it's called for. They are more conscious of their uniforms (preps, denim scowlers, or mellow messies to name a few) than of their personalities. I'm not the only person to learn camouflage here, because everybody has to try to look uncomfortable when they're in their three-piecers or dresses for the job or grad-school interviews. You just know that that role is as comfortable for them as any other.

My favorite role has changed. I used to be a pure mellow messie (and proud of it), but I've picked up a strong prep influence. The problem is that nobody seems to have noticed. There was a reason behind my slow shift. It was supposed to make a better impression on people (women). I mean, I bought a hair dryer, my first anti-perspirant and (a big breakthrough) laundry detergent (no more make it last till the breaks so I can bring it home to mom). The novels and the disco songs tell me this should have worked.

I lost my brash self-confidence (in retrospect, this is what asking to borrow a pen seems) here. I couldn't conceive of asking a woman out unless I'd been in at least six classes with her and her sister was engaged to my sister.

I don't take romantic risks like I used to. I dress better. I wash my hair. I can pass for sophisticated. I've been trained to be a success, in the way that our society measures success. I can be a doctor or a lawyer. I can make my way up the ladder, and I'll know which Joneses to keep up with. But I don't feel any better about myself. As a matter of fact, one of my roommates from sophomore year expresses a wish to throw me from a tall building just to hear the "splat," every time he sees me. But he smiles.

The reason that I will always be nostalgic about Hamilton is limited to about 8 men and 3 women. These are some of the most considerate, intelligent, wonderful people I ever expect to know. They are the people who have helped me see my real self as at least a partial success. So far, society's rewards for success (a Sony Betamax, a hefty bankbook, women who don't care that they don't really like you, a good pair of running shoes, and a good tan) haven't fallen my way. Because of my friends, I haven't missed them. Thank you, people.

Spectator Interview

Twenty Questions

With Rick Parrott

This interview marks the passing (thankfully) of Rick Parrott '81 from the pages of the Spectator. It was the paper's misfortune on Activities night in the fall of 1977 that Editor Bob McCormick resisted the temptation to rip up young Parrott's 3 x 5 information card into little pieces. Parrott began work on the paper as a freshman and managed to rack up the positions of News Assistant and Features Editor by regularly pasting his own name over the names of the real possessors of the titles, early Friday morning just before the printer came to take away the layout. He then acquired the News Editorship, a position to which he clung like a barnacle threatening Rob Chassin and Matt Zucker with personal violence at their suggestion that he "move on to greener pastures." We at the Spectator would like to say that we will mourn Rick's passing — for about twenty seconds.

1) How would you like to be remembered at Hamilton College?

Either pleasantly or briefly.

2) Why did you come to Hamilton?

President Carovano asked me not to. Just kidding. I don't know, seemed like a nice little place, pretty scenery, Grandfather went here, the usual.

3) Thinking about your long career of service (cough,cough) to the Hill, do you think you've contributed anything meaningful to College life?

Um, how about another question?

4) Moving right along then, did you find Hamilton's academic life bearable?

Ah, work. I could stare at it for hours. Oh, it was alright. I never got the grades I wanted but I did get the grades I qualified for which is preferable to the grades I deserved.

5) I see you refer to academic work in the past tense as if it were over. What makes you so sure it is? (Snicker, snicker)

Why? Do you know something I don't?

6) (Laughing) Let's change the subject. How did you. . .

You've been to the registrar's office haven't you? C'mon what did they say?

7) Just for that outburst you forfeit a question!! Now what do you think of the Dewey Decimal System?

Watch it, buster, my father is a librarian!!

8) Who's a better athlete Joe Namath or King Juan Carlos of Spain?

Hmmmm, we're getting tricky here are we? OK. I'd go with the Spanish guy.

8a) Why?

Oh, you know, bullfights, running from fascist coups, the whole deal.

9) Should the Gulf of Akaba be called the Gulf of Eliat?

I really don't know since I never had the pleasure of taking I.R. How about alphabetical order?

10) I can see you never really did take I.R.!!! How about this one? Is Ronald Reagan a better President than Woodrow Wilson?

You a government major? Thought so. Well since Wilson is dead I suppose he's at a bit of a disadvantage. No, on second thought Wilson by a nose.

11) Why are they preventing seniors from graduating who can't run a lap around the track in eighty seconds or less?

They are? Oh jeez. Hey what's Batt's phone number?

12) Who won the Columbian Golf Tournament?

I don't know but they should really clear out the smoke.

13) What happens to the Rick Perry show after Rick Perry graduates?

Who's that asshole? Never heard of him.

14) How tall are Nat Hunter's parents in real life?

Ask me how tall Nat Hunter is instead.

15) OK, How tall is Nat Hunter instead?

6 foot 6. Now since we share these spacious third floor quarters with the yearbook staff we should really give them a shot at a few, shouldn't we?

16) Alright. HEY ANYONE FROM THE YEARBOOK IN HERE? Yes, you'll do. Fire away. Why will someone get mad if their names are mispelled in the yearbook?

That's easy enough. How would you like to go down for posterity as a typographical error? Didn't think you would.

17) Why will Maren Tyler be blamed if someone's name is mispelled?

Because the proofs go to the editor. Now we've got to wrap this up.

18) Alright three more. Is J. Martin Carovano's real name "Hymie"?

Only to his wife and a few close friends. Two more, let's go!!

19) Why do people put up with Larry Goldfarb?

Now let's put to rest a rather unpleasant myth. Larry Goldfarb is a very misunderstood, but fairly loveable creature. He does on occasion pretend to be Superman and try to fly off with Jill Rosenwald. This notwithstanding 'Farb is a decent soul. If he gets rude or obnoxious, just get him going on about the Giants. O.K. this is it, the last question for Rick Parrott before he fades into oblivion. Yes, you in the back?

20) Rick do you really do O.K.?

I'll only answer that if you can answer me why women go to the bathroom in pairs. Thank you and good night.

May 6: Faculty Advises Penalty For DKE

by Matthew Zucker

*Editor's note: The following article was not included in the May 8 issue of the newspaper. **The Spectator** apologizes for this oversight.*

On Wednesday, May 6, the faculty of Hamilton College met in the Dwight Lounge in the Bristol Campus Center to discuss and vote on a number of topics including a motion concerning the recent actions by the DKE fraternity, election of committee positions, and recent proposals by the Committee on Academic Standing.

Associate Dean of the College Melvin Endy presented a report by the CAS which proposed that deadlines for dropping courses be extended until one week after midterms rather than at the midterm point. It would provide, said Endy, "an extra week for the advisory process to continue." Also, the committee suggested that students who drop a course later than four days into the semester, or two days into Winter Term, only need the signature of the instuctor and advisor for approval, rather than the Dean.

Carovano described the action he plans to initiate against the DKE fraternity as a result of incidents of what he called "anti-social behavior." For the remainder of this school year, DKE will be placed on social probation, and the College will not recognize it as "a legitimate social organization" for 1981-82. Carovano stated that no members of the fraternity will be able to live in the DKE house next year, and that it might be used to house students.

Doug Raybeck, Associate Professor of Anthropology, stated that "I appreciate the general direction of administrative thought." He suggested that in addition, the faculty vote on a resolution to advise the administration of faculty concern on the issue of fraternity behavior on the Hill. He proposed the following resolution:

Moved: That the faculty of Hamilton College advises the administration to forbid undergraduates from pledging to Delta Kappa Epsilon Fraternity for the next three years. Furthermore, the faculty advises that, should members of DKE act in concert to intimidate or abuse any member of this community in the future, the administration should take whatever measures are necessary to disband the membership of Delta Kappa Epsilon.

The faculty discussed this motion in terms of whether or not the circumstances of the situation required further examination of the issue before committing it to a vote. Sidney Wertimer, Professor of Economics suggested that a complete examination be made and referred the matter to the Advisory Committee on Student Affairs. Janet Lowry, Assistant Professor of Sociology, speaking for the Advisory Committee said that they had met with students involved, and had investigated the situation, and would "endorse the President's action."

R. Gordon Bingham, Dean of Student Affairs, asked to give the details of the weekend's incidents, presented his view of the actions based on his investigation. He detailed the events leading up to, and following the alledged "harassment" of a number of women by pledges to the DKE fraternity.

The proposed motion was then voted on by the members of the faculty, after a motion by Wertimer to postpone any faculty action pending further investigation failed. The faculty voted unanimously in agreement to advise the administration of their concern.

Trustees Continued

Continued from p. 1

approved with few changes, and the Trustees approved a plan to upgrade the administrative computer capacity.

William M. Bristol III and James T. Rhind were re-elected as Chairman and Vice-Chairman of the Board, and George R. Cogar, Patricia T. Marshall, Gerald B. Dirvin, and Silas Keehn were re-elected as Charter Trustees.

Faculty Reacts To Tenure Results

by Laurence M. Person

The nearly year-long tenure process has been completed for almost all of the fourteen professors considered this year. [See article, page 1.] As word of the decisions spread around campus during the past few weeks, faculty members and students questioned the wisdom of the particular decisions and the quality of the tenuring process at Hamilton.

Although Hamilton President J. Martin Carovano and Dean of the College C. Duncan Rice declined to comment on individual tenure decisions, several faculty members denied tenure this year agreed to speak to *The Spectator* about their cases.

David Miller, an associate professor who divides his time between the History and Religion departments, learned earlier this week that Carovano decided to deny him tenure. According to Miller, "Carovano said that, 'Scholarship is my basic worry.' He said he tried to pursuade himself to overlook it, but he just couldn't." Miller reported, "Carovano indicated that the only two negatives in the process came from him and Rice.

William Hoffa, Associate Professor of English, said that when he met with Carovano and Rice to learn of the tenure decision in his case, "They said there was some question that the teaching was not uniformly excellent and there was some question about the scholarship. Some people had questions about the quality, not the quantity, of scholarship. Comparatively, it doesn't seem to me that the qualitative case against [me] stands up."

Hoffa said that he had been informed, in the late Spring of 1978, in a meeting with Frederick Wagner, Chairman of the English Department, and Lawrence Gulick, Dean of the College at the time, that he had "negligible" chances for tenure at Hamilton. Hoffa said he resigned before being informed of the decision in his case. He did not receive the positive recommendation of his department.

Peter Marcy, whom History Department Chairman Edwin Lee supported "enthusiastically," also did not receive tenure. Although he declined to elaborate, Marcy said, "In their judgement, I did not meet their standards."

According to Professor of Biology Eugene Putala, he and Carovano "know the sense of each other's thinking. On that basis, I can say that I expect not to be tenured, and I expect to continue in my position in the Biology Department for the next several years. I'm still negotiating with the President as to what my status will be."

Robert Ellison, Assistant Professor of Mathematics, declined to discuss the explanation he received for denial of his tenure. The Mathematics Department recommended Ellison favorably.

Although Ellison told the *Spectator* that he would leave the College effective July 1, he has not yet formally resigned his position.

Two situations have already been discussed in which negative tenure decisions will adversely affect programs of instruction. Several faculty members expressed concern about the future of the computing instruction program because of Ellison's departure. Hoffa questioned the intention of the College to provide for adequate staff to teach the American Studies Program.

Larry Knop, Chairman of the Mathematics Department, said, "If Bob leaves, that will cause problems" for computing instruction at Hamilton, since other members of the Mathematics Department do not have the background to teach upper-level computing courses.

"It is difficult to find computer scientists. We're looking for someone who knows and can communicate the subject matter." However, Knop continued, members of the department are learning the material taught by Ellison and will hopefully be able to meet instructional needs until the College hires a replacement.

"It is my sincere hope and plan that Mathematics 242 [Advanced Topics in Programming] can be offered next year. It is still a formal course offering," asserted Knop. "I don't know what's happening with Mathematics 345 [Algorithms and Data Structures] yet." He said, in addition, that Mathematics 241 (Introductory Computer Science), a "basic literacy course in computer science," will be given "first priority," and will be offered, as scheduled, next fall.

Both Knop and Rice affirmed what Rice describes as the College's "commitment to floating a computer program. We will do everything in our power to be sure it remains stable within the context of a liberal arts college. Computer science instruction is fundamental in a modern college."

About the American Studies concentration, Hoffa asked, "At the time of the merger, the question was 'How interested is Hamilton in American Studies?' If someone who has been intimately involved in the program doesn't get tenure, will Hamilton replace that person with someone who is qualified to take over?" Hoffa founded the American Studies program at Kirkland and directed it for several years.

Rice, who came to Hamilton from an American Studies program at Yale, commented, "I am still studying the problem, but I believe that American Studies has been too weak here and should be strengthened. Furthermore, two new Americanists are on the books for next year."

Reaction from the faculty denied tenure this year has been mixed. Ellison commented that "the process has been fairly straightforward."

Putala said that, although Carovano was not sensitive in the cases of other tenure candidates, "Not asking me to leave outright indicates that he has some sensitivity.

"I am extremely disappointed," stated Marcy, "about the decision made in my case and the negative decisions made in the cases of others about which I've heard."

Students and other faculty members have also expressed disappointment about recent decisions. For example, David Gray, Chairman of the Sociology Department, commented, "Personally, I am sympathetic to the Dean and the President. Their responsibilities require that they make difficult personnel decisions that faculty members can more easily avoid. Yet, this Spring, it is my impression that the Dean and the President have substituted their own judgments for those of various faculty members to an inordinate degree. In essence, revision of faculty judgment in the range of about 15 percent seems reasonable; a revision of 30, 40, or 50 percent (the way it appears this Spring) begins to look like a confusion of administrative authority with the ability to judge.

Pearle agreed, "Something has gone wrong in the set of tenure decisions made here. Poor academic judgement was used and not enough consideration was given to the faculty's opinion.

Indeed, the two department chairmen with whom Miller worked supported him strongly. History Department Chairman Edwin Lee said, "I recommended [him] very enthusiastically for tenure." Jay Williams, Chairman of the Religion Department, concurred, "David is one of the better teachers around the College. I hoped he would get tenure, and I'm very disappointed."

Furthermore, Williams explained that Miller "is a good scholar who has not published much. In order to judge his scholarship, you have to be around him, and talk to him, as I and other members of the religion and history departments have been. But Rice and Carovano were not willing to take my judgement, or anyone else's in History or Religion.

"If the administration overrides the department chairman's conclusions, they ought to have very good reasons for doing so. In David's case, they didn't have reasons which convinced me."

Pearle stated, "The faculty's opinion in the case of David Miller, in which all faculty who know and are concerned with him strongly supported him, was not given the weight it ought to have been given."

Furthermore, Chad Davis '81, an Anthropology and History double-major, commented, "It appears that the tenure decision in David Miller's case was predetermined. The Student Tenure Panel, the Committee on Appointments, as well as the History and Religion Departments were all highly positive. However, Dean Rice and President Carovano said 'no.' I think this is sad and extremely unfortunate."

Charles D. Root, a former trustee of Kirkland College and chairman of Kirkland's Trustee Committee on Personnel, commented, "David Miller is one of two or three members of the Kirkland faculty given tenure who went through the whole process there without one single negative comment from anybody. He was one of the three greatest professors at Kirkland."

Referring both to Marcy and Miller, Lee said, "It would have been to the College's long term advantage to keep these people with us. The decision was incorrect as far as the best interests of the College are concerned."

And, referring to Ellison, Pearle commented, "he almost singlehandedly started [the computing instruction program], a program which is very active and very important to the College. People with his expertise and desire to teach are extremely rare. The decision not to tenure him makes no sense. I think his teaching was quite fine in the courses of his expertise, and, considering the load he had to bear [in developing the computer program here] it is the College's loss. He is irreplacable."

Faculty members also questioned the standards one must meet for earning tenure at Hamilton.

"The standards for awarding tenure seem inordinately high," suggested Gray. "One can understand the desire for excellence — no one can be against that. But when it appears that the college is requiring a blend of Einstein and Christ, in addition to a love of committees, those requirements strike one as not quite applicable to human beings. It is not essential that each member of the faculty do all things well. In the Library, we want diverse sources that result in a balanced library; the same is true for a faculty."

Putala indicated that "Scholarly work, today, is a full time endeavor. It needs a lot of support from the college to acheive it. There is not as much support as can be used. It is my hope that over the next five to ten years, the College would take steps to provide, especially for younger staff, sufficient support, or else you won't keep them.

Pearle, speaking about Miller, said, "He is an unusual teacher. When you have someone who has unusual excellence in his teaching abilities, one is likely to let excellence slip through his fingers if one establishes a narrow criteria of competence in teaching and competence in research. Many faculty members perform different functions.

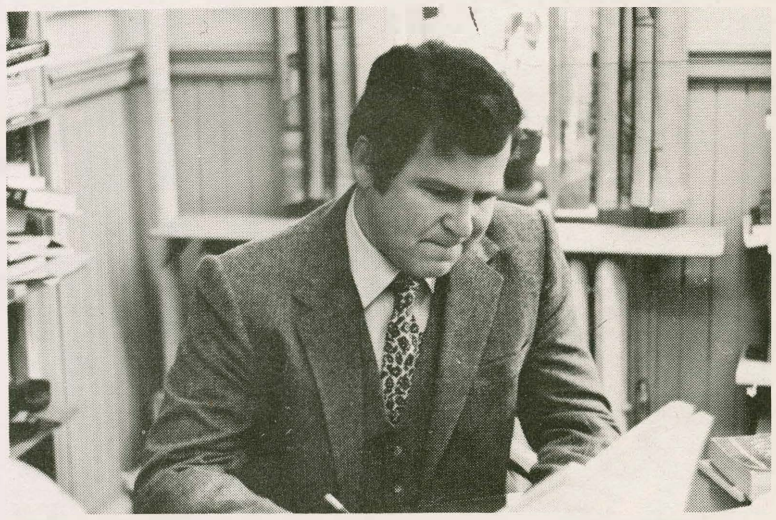
"In a situation where you're following rules blindly, you end up with results that don't make sense to other people observing," said Richard Werner, Associate Professor of Philosophy. "I fail to see good judgement being excercised."

Several individuals have mentioned this year's tenure decisions in relation to "merger politics," as one professor described the tension between Hamilton and Kirkland Colleges.

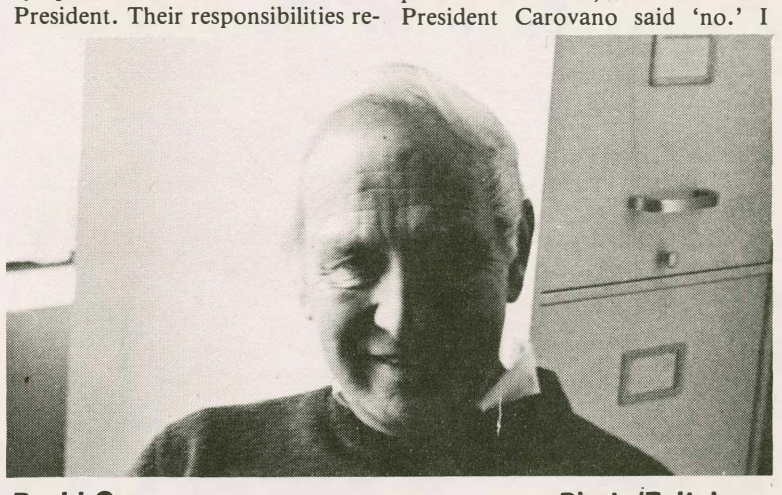
At the time of the combination of the Colleges, tenured faculty at Kirkland were offered four year tenure-track positions. Under the terms of that agreement, this would have been the last year in which they could have received tenure at Hamilton.

Kirkland had seventeen tenured

Continued on p. 5



William Hoffa **Photo/Feitelson**



David Gray **Photo/Feitelson**

The Tenure Process

The *Faculty Handbook*, which enumerates the rights and responsibilities of the Hamilton Faculty, explains the tenure procedure.

When a faculty member comes up for tenure review, the chairman of his department must submit a recommendation to the Dean of the College by November 1 of the year in which the individual's review is to take place. The chairman must also give the Dean documents in support of his recommendation, including a *curriculum vitae*, copies of the candidate's published works, and a report of the departmental vote. Any member of the department, in addition, may express his opinion in writing to the Dean.

The Dean "gathers as full and complete a record as appears useful to the pending decision," according to the *Handbook*, including statistical data based on teaching evaluations, written evaluations from the Student Tenure Panel, and letters from students and alumni who have had a class with the faculty member in question. The Dean presents the information he has accumulated, along with his recommendation in writing, to the President and the Committee on Appointments.

The Committee on Appointments advises the President on matters of tenure. According to the *Handbook*, the Committee consists of three tenured, "full" professors from different departments elected by the faculty, as well as two alternatives who serve in the event that a conflict of interest arises involving one of the regular members of the committee in a particular case. The Committee gathers whatever additional information it requires.

If the Dean disagrees with the departmental recommendation, or if the Committee disagrees with the recommendations of the Dean or of the Department, the parties involved must attempt to reconcile their differences.

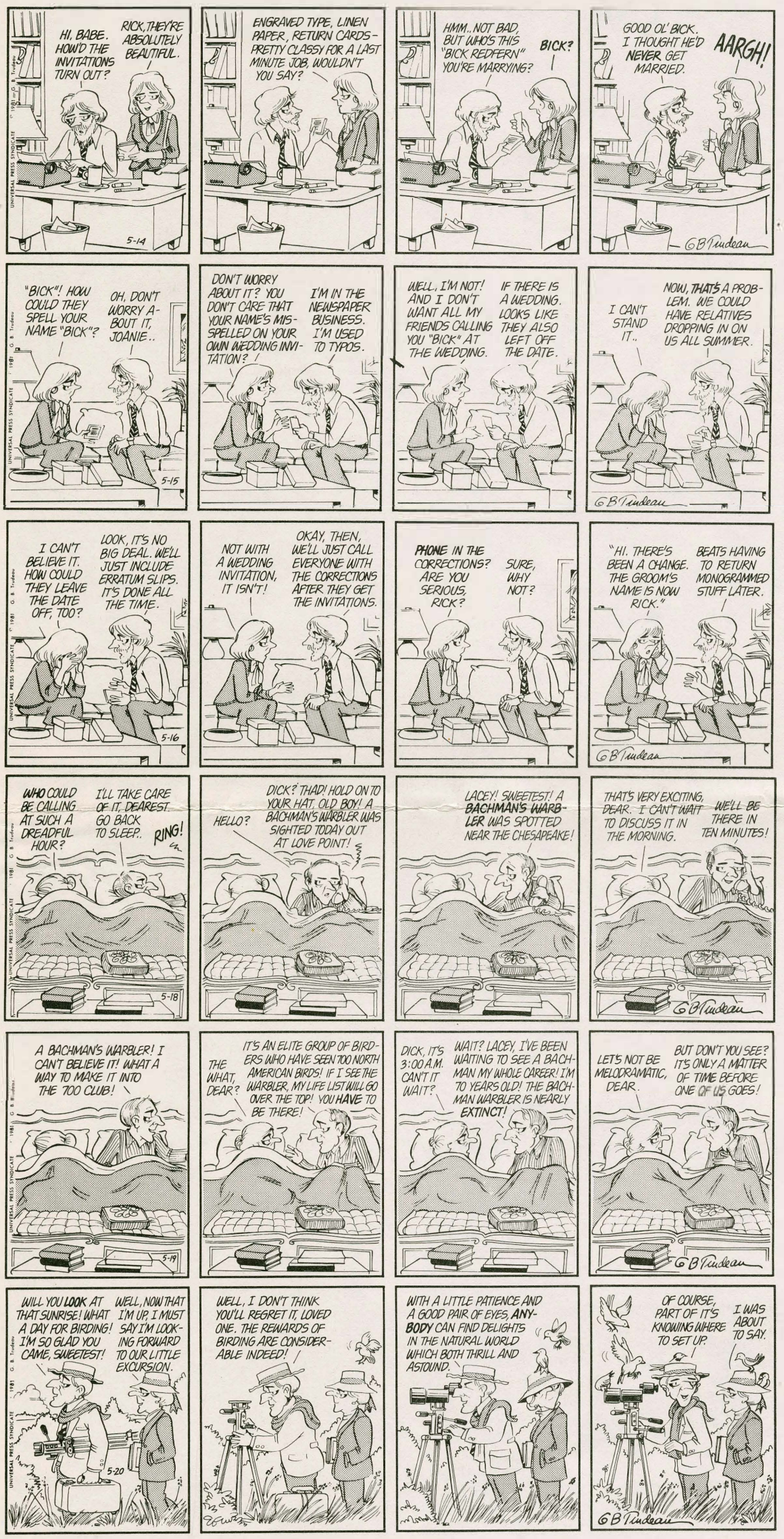
According to Hamilton President J. Martin Carovano, the final decision on tenure cases is his, pending approval of the Board of Trustees in positive decisions. When he denies tenure, he need not seek board approval. Carovano said the Board's Instruction Committee evaluates decisions from a procedural standpoint to see if the process "has in fact been followed through." The Trustee Committee also evaluates the decisions from "an institutional point of view."

Dean Rice said that the College seeks "strength in teaching, scholarship, and service" in its candidates for tenure. "Teaching is most important, and scholarship is the next most important. Scholarship need not be evidenced through publishing, but it most often will be." In addition to publishing, he said scholarship can be demonstrated by speaking at conferences, giving papers, and, in the case of artists, creative accomplishment. "Without strong scholarship, there may be a danger of becoming detached from developments in one's field. The capacity to engage one's peers in one's field in discussion translates into excitement in the classroom."

Finally, he said, "Service is proof of concern for the College as a corporate body."

Person

DOONESBURY
by GB Trudeau


HI, BABE. HOW'D THE INVITATIONS TURN OUT?
RICK, THEY'RE ABSOLUTELY BEAUTIFUL.
5-14
ENGRAVED TYPE, LINEN PAPER, RETURN CARDS - PRETTY CLASSY FOR A LAST MINUTE JOB, WOULDN'T YOU SAY?
HMM.. NOT BAD, BUT WHO'S THIS "BICK REDFERN" YOU'RE MARRYING?
BICK?
GOOD OL' BICK. I THOUGHT HE'D NEVER GET MARRIED.
AARGH!
GBTrudeau
"BICK"! HOW COULD THEY SPELL YOUR NAME "BICK"?
OH, DON'T WORRY ABOUT IT, JOANIE..
5-15
DON'T WORRY ABOUT IT? YOU DON'T CARE THAT YOUR NAME'S MIS-SPELLED ON YOUR OWN WEDDING INVITATION?
I'M IN THE NEWSPAPER BUSINESS. I'M USED TO TYPOS.
WELL, I'M NOT! AND I DON'T WANT ALL MY FRIENDS CALLING YOU "BICK" AT THE WEDDING.
IF THERE IS A WEDDING. LOOKS LIKE THEY ALSO LEFT OFF THE DATE.
I CAN'T STAND IT..
NOW, THAT'S A PROBLEM. WE COULD HAVE RELATIVES DROPPING IN ON US ALL SUMMER.
GBTrudeau
I CAN'T BELIEVE IT. HOW COULD THEY LEAVE THE DATE OFF, TOO?
LOOK, IT'S NO BIG DEAL. WE'LL JUST INCLUDE ERRATUM SLIPS. IT'S DONE ALL THE TIME.
5-16
NOT WITH A WEDDING INVITATION, IT ISN'T!
OKAY, THEN, WE'LL JUST CALL EVERYONE WITH THE CORRECTIONS AFTER THEY GET THE INVITATIONS.
PHONE IN THE CORRECTIONS? ARE YOU SERIOUS, RICK?
SURE, WHY NOT?
"HI. THERE'S BEEN A CHANGE. THE GROOM'S NAME IS NOW RICK."
BEATS HAVING TO RETURN MONOGRAMMED STUFF LATER.
GBTrudeau
WHO COULD BE CALLING AT SUCH A DREADFUL HOUR?
I'LL TAKE CARE OF IT, DEAREST. GO BACK TO SLEEP..
RING!
5-18
HELLO?
DICK? THAD! HOLD ON TO YOUR HAT, OLD BOY! A BACHMAN'S WARBLER WAS SIGHTED TODAY OUT AT LOVE POINT!
LACEY! SWEETEST! A BACHMAN'S WARBLER WAS SPOTTED NEAR THE CHESAPEAKE!
THAT'S VERY EXCITING, DEAR. I CAN'T WAIT TO DISCUSS IT IN THE MORNING.
WE'LL BE THERE IN TEN MINUTES!
GBTrudeau
A BACHMAN'S WARBLER! I CAN'T BELIEVE IT! WHAT A WAY TO MAKE IT INTO THE 700 CLUB!
5-19
THE WHAT, DEAR?
IT'S AN ELITE GROUP OF BIRDERS WHO HAVE SEEN TOO NORTH AMERICAN BIRDS! IF I SEE THE WARBLER, MY LIFE LIST WILL GO OVER THE TOP! YOU HAVE TO BE THERE!
DICK, IT'S 3:00 A.M. CAN'T IT WAIT?
WAIT? LACEY, I'VE BEEN WAITING TO SEE A BACHMAN MY WHOLE CAREER! I'M 70 YEARS OLD! THE BACHMAN WARBLER IS NEARLY EXTINCT!
LET'S NOT BE MELODRAMATIC, DEAR.
BUT DON'T YOU SEE? IT'S ONLY A MATTER OF TIME BEFORE ONE OF US GOES!
GBTrudeau
WILL YOU LOOK AT THAT SUNRISE! WHAT A DAY FOR BIRDING! I'M SO GLAD YOU CAME, SWEETEST!
WELL, NOW THAT I'M UP, I MUST SAY I'M LOOKING FORWARD TO OUR LITTLE EXCURSION.
5-20
WELL, I DON'T THINK YOU'LL REGRET IT, LOVED ONE. THE REWARDS OF BIRDING ARE CONSIDERABLE INDEED!
WITH A LITTLE PATIENCE AND A GOOD PAIR OF EYES, ANYBODY CAN FIND DELIGHTS IN THE NATURAL WORLD WHICH BOTH THRILL AND ASTOUND.
OF COURSE, PART OF IT'S KNOWING WHERE TO SET UP.
I WAS ABOUT TO SAY.
GBTrudeau

Faculty Reacts

Continued from p. 4

professors on its faculty at the time of the merger. 12 of them have been considered for tenure by Hamilton. In previous years, five have been granted tenure at Hamilton (William Rosenfeld, Douglas Raybeck, David Gray, R. Bruce Muirhead, and Robert C. Palusky).

Of the 14 faculty members considered this year, eleven were hired originally by Kirkland, and seven were tenured there. Of these seven, two received tenure at Hamilton so far this year (Carol Bellini-Sharp and George Bahlke). Phyllis Morris (who refused comment) and Eugene Putala (who doesn't expect to be tenured) were also tenured at Kirkland. Of the four non-tenured faculty from Kirkland, Hamilton awarded three tenure this year (Werner, Peter Rabinowitz, and Bill Salzillo). Ellison, who was also not tenured at Kirkland, did not receive tenure at Hamilton.

Hoffa commented, "At the time of the merger, Carovano said, 'we want to combine the best of Kirkland and the best of Hamilton.' The only question was whose idea of the best of Kirkland was it? Was it Hamilton's idea of the best of Kirkland or Kirkland's idea of the best of itself? And finally, of course, it was Hamilton's idea of the best of Kirkland. A college identifies its tenured faculty as its best faculty, and the faculty make up a college, so, by rejecting tenured Kirkland professors for tenure at Hamilton, Hamilton has rejected Kirkland's idea of the best of Kirkland.

"I had a difficult time forgiving the Hamilton faculty in general for turning its back on the plight of academic colleagues. We taught the same students, we went to the same social occasions, our kids play with each other. The Hamilton faculty could have made a difference if they had said 'we think that those people should be taken aboard.' Instead, they got all absorbed in the academic rights of passage game, which is to say that they convinced themselves that there would be two different kinds of tenure if some people got tenure from Kirkland and if some people got tenure from Hamilton."

Responded Carovano, "The criteria for tenure at Hamilton are different than those applied at Kirkland. Hamilton requires more in terms of scholarship."

"It is unfortunate that they didn't tenure all Kirkland tenured faculty immediately," asserted Marcy. "The whole transition process may have been much smoother if they had."

Several faculty members offered suggestions for improving the tenuring process at Hamilton.

Knop, for example, who was granted tenure this year, commented, "There is a problem in the length of time it takes to make the decisions. Decisions are made here much later than they are made at comparable institutions. I hope that in the future the process can be expedited. The stress and strain and inability to make plans is underestimated. Hamilton keeps candidates dangling for a long time."

Marcy suggested that the Committee on Appointments should not only be composed of tenured, full professors. This, at present, excludes women, he said.

Miller believes that tenure "should be a more open process. It is turned into mumbo-jumbo as far as the students are concerned. They ought to know what the process is in general."

Deans

Continued from p. 1

programming for Grinnell's 1200 students. She explained that her new position will allow her to get more involved in student counselling.

Mitchell, the third administrator to leave the Office of Student Affairs this year, explained her reasons for leaving as "a matter of the right job at the right time," referring to the Grinnell offer.

Mitchell is concerned about the turnover, and encourages students to "keep themselves informed and get involved in what's going on in the Office of Student Affairs." Mitchell explained that student input is very helpful in what will be an experimental set-up next year. Added Mitchell, "This is an excellent time for students to take responsibility for what is going on, and to make their voices heard."

Sports Briefs

Continued from p. 6

Hamilton College hockey coach Greg Batt with the "First Annual Founders Award," the initial such honor to be given by the Association. Batt was named the recipient of the prestigious award, established this year, at the Association's recent convention in Sarasota, Florida.

The Award, which will not necessarily be presented each year reads "To Greg Batt, for his outstanding contributions to college hockey." It was one of only three awards that was presented at the Annual Coach of the Year Banquet; the others being the 'Coach of the Year' citations for both the college and university divisions.

Batt's contribution to hockey includes a lengthy and successful coaching career at Hamilton spanning 33 years, during which time his teams have recorded 245 victories. During that time, he has coached four All-Americans, and his teams have qualified for post-season competition frequently, as the Continentals did this past season. Some of Batt's most prosperous campaigns have come in recent years — between 1973 and 1978, for instance, Hamilton teams posted a 71-39 mark.

Batt came to Hamilton in 1948 following a highly successful career at Colgate University, where, besides gaining All-American status he was player-coach of that school's first undefeated hockey team. His remarkable playing career also included a stint as captain of the Clinton Comets professional team.

Gregg Batt

Graduates

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Spectator Sports

Closeup: Senior Women Athletes

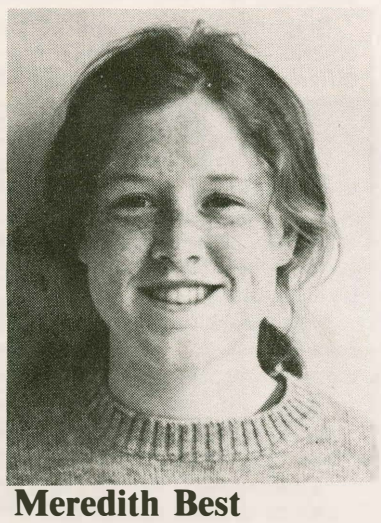
by Alice Blondin

The women athletes in this year's senior class have seen the number of varsity teams grow from two in their freshman year to eight this year. In the fall of 1977, the field hockey and tennis teams were the only varsity squads, but women participated in a variety of other sports, such as lacrosse and basketball, at the club level or for their own enjoyment.

With the merger of Hamilton and Kirkland Colleges, the college began to recognize the need for women's athletic facilities and equal playing time. The number of varsity teams increased to six, as swimming, track, basketball and lacrosse joined the ranks of varsity status.

Although the increase in varsity sports and women athletes came about rather quickly, the overall records in the past years have been very impressive for new teams. This year, four teams competed in championship tournaments. Despite the fact that the women were not often provided with overnight accomodations on the night before the tournament, causing them to leave Clinton at 6 in the morning before tournament games, the teams always made respectable showings.

The women athletes of Hamilton College owe a great deal to the women athletes of the senior class. Although their college was forced out of existence in 1978, these women persevered, giving future Hamilton women athletes a foundation for a strong program and showing to the community that women athletes deserve to be recognized.



Meredith Best
Lacrosse

Karen Brau
Lacrosse, Swimming

Kate Dixon
Cross-Country

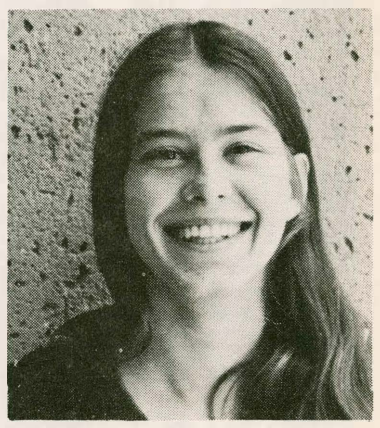
Jennifer Walser
Tennis

Missing:
Susan Voorhees
Tennis

Photos/Feitelson

Maren Tyler
Lacrosse

Cathy Tuttle
Track, Squash



Lynne Loomis
Track

Amy Sackman
Lacrosse

Nancy Spellane
Tennis

Sports Briefs

John Kiffel of 1 Rugby Road, Manhasset, has been named the recipient of the Warren Palmer Jr. Memorial Award for the 1980-81 Hamilton College basketball season. The award is given annually to a freshman athlete who excels in basketball.

Kiffel, used as the Continental's 'sixth man' during the latter part of the season, helped Hamilton, 21-5, to a number five ranking in the state poll, their fifth twenty win season in the last six seasons, and the ECAC Upstate New York Division III crown.

Known for his excellent ball control and outside shooting, Kiffel averaged 2.6 points a game, and converted on 71.4% of his free throw attempts. He also registered 17 rebounds and 40 assists during the season. Kiffel's clutch play towards the season's end should put him in strong contention for a starting berth next year.

The Hamilton College golf team concluded its 1980-81 season with fourth place finish at the University of Rochester Invitational Tournament on May 8th. The Continentals, playing at Oak Hills Country Club, sight of the 1980 PGA Championships, were led by junior Bill Wolf, who shot an 87.

Hamilton posted a 6-4-1 meet record during the season including a 3-2-1 mark in the spring segment of its split season schedule. Captain Perrin Arturi and freshman David Dirvin averaged a team leading 85.4 strokes per 18 holes. Wolf, who posted the team's best individual round of the season, a 77 at the second round of the NESCAC Championships at Williamstown, MA. averaged 86.6 shots per round.

Coach Tom Murphy will welcome back Arturi, Dirvin, and Wolf next Fall along with letterwinners Greg Gilroy, Art Streeter, and Steve Stork.

The American Hockey Coaches Association has presented

Continued on p. 5

A Celebration
The Class of '81

by Larry Goldfarb

Graduation is a time of joy for some, sorrow for others, but for the class of '81, it is a time of reflection. Many will think back to the day he or she first ventured up the Hill and caught a glimpse of the College. For the Block H athlete, these four years have been an extraordinary time. These athletes, as members of a collegiate athletic squad, have been a party to a once in a life-time experience that will come to an end when each of them receives a diploma on Sunday, Graduation Day.

While the athlete, male or female, will be overjoyed to have completed a rigorous four years at Hamilton, he or she will not be touched immediately by the reality of commencement. Steve Brooks and Phil Greenough for example though ready to move on, will not soon forget their final two games as members of the Continental football squad. For nearly their entire Hamilton tenure, the football team floundered under Don Jones, then Ted Stratford. Yet as their final season reached a climax, the team seemed, for the first time in recent memory, to realize its potential as it defeated highly regarded W.P.I. and Union College. The Union game is significant in that the seniors wound up their football careers with a home victory before hundreds of Hamilton fans who celebrated by tearing down the goal post at the eastern end of Steuben field. Steve Brooks, and Phil Greenough, as well as Jim Hacker, and Jim Kizielewicz and the other three seniors seemed to revel in the triumphant atmosphere. Champagne, hysteria, and pure emotion was a fitting ending to a four years of growth and enrichment that will not soon be forgotten.

The Basketball team graduated Kevin Grimmer, Bruce Weir, and Nat Hunter. They realized their two primary goals as the Continentals won 21 games and the ECAC championship before a home crowd in the Fieldhouse. The Continental Hockey squad started slowly but rallied to remain unbeaten through 6 consecutive home games and edge Potsdam State, Buffalo and Brockport for a play-off spot.

Jim Wall, Rick Allen, Mark Knapp, Steve Carmen, Paul Pillmore, and Captain Jim Pollan played the best hockey of their four year careers during the final month to lead the skaters to their second ECAC berth in four years. On its way to the playoffs, the team tied Oswego and Williams while beating RIT and St. Anselms. Despite an inspired effort at Oswego, in the opening round of the playoffs, Hamilton was scored upon with four minutes left and was defeated 6-4.

The Baseball, Soccer, Lacrosse, Track, as well as other teams, had unforgettable seasons. 1981 also marked the final year for 10 Hamilton women athletes. Karen Brau, as a member of the women's swimming team, was named captain early in the year and sparked the women to a third place finish in the state meet. Maren Tyler, Amy Sackman, Meredith Best, as well as Brau, played important roles in the lacrosse team's first ever state tournament berth. Sue Vorhees and Nancy Spellane were pioneers on Hamilton's highly successful women's tennis team.

The Hamilton athlete will not soon forget his or her collegiate athletic experience. Nevertheless, these athletes realize that it is time to move on, and as they attempt to conquer new, more significant challenges, they will be comforted by the knowledge that they have succeeded where many others have failed. These men and women have graduated as collegiate athletes.